

WASHINGTON, D. C. 20505

National Intelligence Officers

7 April 1977

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MEMORANDUM FOR: [REDACTED]  
Administrative Officer, DCI

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FROM : [REDACTED]  
Executive Officer, DCI/NI

SUBJECT : Equal Employment Opportunity Program Quarterly  
Report, 1 January through 31 March 1977

1. With the exception of the clerical work force, the personnel of the National Intelligence Staff are on rotational assignments from the various agencies of the Intelligence Community. For this reason, the Staff is not able to manage the careers of its professional staff or to make more than a modest effort to advance the cause of Equal Opportunity Employment.

a. Hiring minority citizens: The Staff can only hire minority applicants if they are nominated by members of the Intelligence Community. The Staff has been joined by a black military officer who is the Assistant National Intelligence Officer for Africa.

b. Development of professional female employees: All professional female employees of the Staff are members of career services other than the E Career Service. Their assignment to this Staff should be considered a developmental assignment.

c. Upward mobility: Our ability to accommodate employees in upward mobility programs depends on their nomination for vacancies on the National Intelligence Staff by the agencies of the Intelligence Community.

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We do, on the other hand, have a number of clerical employees who are qualified to assume professional positions, but we do not have positions to offer them and have only a limited ability to advance their candidacies for professional positions in the various Intelligence Community career services.

d. Full utilization of skills and talents: The National Intelligence Staff has no specific program to put to fuller use the skills and talents of its employees. These skills and talents are, indeed, rather fully employed already.

e. Managerial performance in "Human Resources Management": National Intelligence Officers are staff officers of the DCI and, as such, have no line management responsibilities other than for their assistants and secretaries. The National Intelligence Staff, accordingly, has no requirement for a program to improve performance in this area.



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